



COLLEGE OF
LICENSED
PRACTICAL
NURSES
OF NEWFOUNDLAND
& LABRADOR

the
pulse
practical news for licensed practical nurses

April 2009

Contents

Leaders in Action

Public Information

Mission, Vision, Values

Notice of Annual General Meeting

Winners of Annual Licensure Renewal Draw

Excellence in Practice Award

QPPE Info

National Nursing Week

Tips for Surviving Daily Work Pressure

Competency Profile

Reminders

Leaders in Action

Janice O'Neill, LPN, Practice Consultant

In February 2009, I had the opportunity to attend the Canadian Nurses Association Nursing Leadership Conference in Toronto, Ontario. This conference was open to all nurses employed in formal and informal leadership roles across all areas of nursing practice – direct care, education, research, administration, public and community health and policy development. It was also for nursing and health administration, students, consultants, policy decision makers, CEO's and others who work with nurses and have an interest in the leadership impacts of nursing.

This conference brought together many high profile speakers engaged in the concept of leadership, integrating education and practice, to support leadership and to try and define the leadership competencies for the future health care system. I am grateful to those speakers for reminding me what it means to believe in practical nursing and to be respected for what I believe in.

I asked myself on the journey home, "What exactly is leadership?" Sometimes when we speak of nursing leadership, we tend to focus on specific nurses who are pioneers in their field or specific nurses who are employed in nursing management positions. What doesn't get mentioned is the important leadership role front line nurses play in caring for clients. All nurses are leaders to some degree.

LPNs follow a systematic approach to nursing care, through critical thinking and clinical judgment, in the application of their knowledge of assessment, planning, implementation and evaluation. LPNs are committed to provide, facilitate and promote safe, competent and ethical nursing care. LPNs also recognize that the health care system is evolving and are knowledgeable of the trends and issues that have an impact on client care and other members of the disciplinary team. All of the above are essential to build a good leader.

By providing the opportunity for LPNs to grow, LPNs are achieving their goals of becoming better leaders. Leaders use both actions and words to get things done. Many people equate leaders with the power of authority, yet it is more about visioning and achieving goals. Leadership is like many other difficult skills...it takes skill and practice. That is why it is so important to develop nursing leaders throughout their nursing careers. Although you can learn the knowledge and skills in a short period of time, it takes lots of practice to get it right.

LPNs have a vision for the future. They know that there are many changes necessary to achieve that vision. In an ever changing health care environment, nurses must be ready to guide change and demonstrate leadership. As we strive to deliver safe, competent and ethical care while we continue to face challenges, the practical nursing profession will need competent and knowledgeable leaders to ensure quality outcomes. So, to answer my question, "What is leadership?" I believe it can be best summed up with a quote from Executive Harold S. Geneen "Leadership is practiced not so much in words as in attitude and in actions!"

PUBLIC INFORMATION

The PULSE is the official Publication of the
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Usual editions are April, August and December. The editor welcomes feedback and suggestions from readers on this newsletter.

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MISSION

The College of Licensed Practical Nurses of Newfoundland and Labrador (CLPNNL) protects the public through the promotion of efficient, ethical nursing care, regulation of licensed practical nursing practice, the licensure of Practical Nurses and setting the strategic direction for the organization.

VISION

To foster a professional environment where Licensed Practical Nurses (LPNs) are respected, valued as integral members of the nursing team and provide quality health care services in Newfoundland and Labrador.

VALUES

We Believe:

- Licensed Practical Nursing practice is founded on professionalism, compassion and caring
- Licensed Practical Nurses are accountable for their actions
- Licensed Practical Nurses take responsibility for lifelong learning aimed at building and maintaining professional competency and
- Partnerships with key stakeholders are essential to enhancing the profession.

The CLPNNL has the legislative responsibility for regulating the practice of LPNs in Newfoundland and Labrador. In doing so, the CLPNNL serves to protect the public, and it supports the Vision and promotes the Values of LPNs by providing leadership and supporting the integrity of the profession.

NOTICE OF THE ANNUAL GENERAL MEETING of THE COLLEGE OF LICENSED PRACTICAL NURSES OF NEWFOUNDLAND AND LABRADOR

**The Annual General Meeting will be held on
June 13th, 2009 (Saturday) at 19:30 hrs.
at the Glynmill Inn in Corner Brook.**

AND THE WINNERS ARE...

All Licensed Practical Nurses who submitted their completed licensure renewal forms and the licensure renewal fee for 2009/10 prior to March 6th, 2009 had their names entered into a draw for one of three Citizen Quartz Watches.

And, the winners are:

Elizabeth Stewart, LPN Blue Crest Nursing Home, Grand Bank
Ernestine Elliott, LPN Dr. Hugh Thomey Health Centre, Botwood
Sylvia King, LPN Central NL Health Centre, Grand Falls-Windsor

CLPNNL Excellence in Practice Award

CLPNNL Excellence in Practice Award

Nominate a LPN for an Award for Excellence in Practice. Every year, the CLPNNL presents an award for Excellence in Practice to a Licensed Practical Nurse who demonstrates Excellence in Practice. We know that there are many LPNs who demonstrate professional excellence on a daily basis, and are very deserving of this award. However, in order for Licensed Practical Nurses to be considered for this accolade, they must be nominated. That's where you come in...take this opportunity to nominate a colleague for the Excellence in Practice Award today. Nomination forms and the criteria are available by calling the office of CLPNNL. Nomination forms will be accepted until April 30th, 2009.

The award recipient will be announced at the 2009 AGM and Professional Development Workshops on June 14th, 2009 at the Glynmill Inn in Corner Brook.



Spring intake deadline: May 4
Fall intake deadline: Sept. 7

Nursing Leadership Course

An introduction to the nursing leadership arena using an experiential learning approach.

The leadership course:

- has four modules:
 - Leadership Principals (3 units)
 - Personal Power (5 units)
 - Interpersonal Power (4 units)
 - Maintaining a High-Performance Environment (2 units)
- includes a mentorship component,
- is designed to be completed in 16 weeks,
- is delivered in a self-study format.¹

¹ Access to the Internet is required for the readings.

Cost
In province
Registration fee: \$230
Administration fee: \$55
Out-of-province
Registration fee: \$255
Administration fee: \$65

Endorsed by the Association of Registered Nurses of Newfoundland and Labrador (ARNNL) and the College of Licensed Practical Nurses of Newfoundland and Labrador (CLPNNL).



Division of Lifelong Learning
www.mun.ca/lifelonglearning



Retirement Living that Meets Your Needs & Your Dreams



Independent and Assisted Living

From its stunning location on Kenny's Pond, to its spectacular panoramic view of St. John's, Kenny's Pond Retirement Residence affords a distinctive approach to retirement living with many first-class amenities and services.

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Annual General Meeting and Professional Development Workshops At A Glance:

June 13th – 15th, 2009 GLYNMILL INN, CORNER BROOK

The CLPNNL 2009 annual meeting and professional development workshops is an excellent opportunity to meet other nurses, learn about exciting new ideas and discover fresh sources of inspiration. With the theme (“Practical Nursing - Looking Back and Transferring Knowledge Into Action”) the workshops will focus on innovative ideas and solutions necessary to address some of today’s healthcare challenges.

REGISTRATION

What, where and when

EVENT: CLPNNL 2009 Annual General Meeting and Professional Development Workshops

PLACE: Glynmill Inn, 1 Cobb Lane, Corner Brook, Newfoundland & Labrador A2H 2V3

DATES: Saturday, June 13th, 2009 to Monday, June 15th, 2009

REGISTRATION FEE

The rate for the annual meeting and professional development workshops is
\$160.00 (\$141.60 + \$18.40 HST)

WHAT THE REGISTRATION FEE INCLUDES

- The Annual Business Meeting
- Educational Sessions
- 25th Anniversary Banquet & Award Presentation
- Welcome Reception
- Refreshment Breaks
- Registration Kit

PRELIMINARY PROGRAM

SATURDAY, JUNE 13

- 18:30 – 19:30 Registration
- 19:30 – 20:30 Annual Business Meeting
- 20:30 – 22:00 Welcome Reception

SUNDAY, JUNE 14

- 08:30 – 08:45 Opening Remarks and Welcome – Mr. Paul Fisher, LPN, Executive Director/Registrar
- 08:45 – 12:30 Keynote Speaker - Ms. Sherry Rumbolt, RN, “Personal & Professional Wellness”
- 10:15 – 10:45 Nutrition Break
- 12:30 – 13:30 Lunch
- 13:30 – 14:30 Plenary Presentation – Dr. J. Coffey, Dermatologist, “Stay Out of the Sun”
- 14:30 – 15:30 Plenary Presentation – Dr. T. Tavenor, MD, FRCPC,
“Screening & Prevention of Colon Cancer”
- 15:30 – 15:45 Nutrition Break
- 15:45 – 16:30 Plenary Presentation – Mr. Paul Fisher, LPN, Executive Director/Registrar,
“Accountability & Responsibility”
- 18:30 – 22:30 25th Anniversary Banquet/Award Presentation/ Entertainment

MONDAY, JUNE 15th

- 08:30 – 08:45 Opening Remarks – Ms. Janice O’Neill, LPN, Practice Consultant
- 08:45 – 10:00 Plenary Session - Ms. Anita Ludlow, Provincial Chief Nursing Officer,
“Changing Nursing Practice for the 21st Century”
- 10:00 – 10:30 Nutrition Break
- 10:30 – 12:15 Plenary Session – Ms. Lori Schindel-Martin, RN PhD, Associate Professor,
“Current Trends & Care Innovations for Older Adults”
- 12:15 – 12:30 Closing Remarks – Ms. Janice O’Neill, LPN, Practice Consultant

**2009 CLPNNL ANNUAL MEETING & PROFESSIONAL DEVELOPMENT WORKSHOPS
REGISTRATION FORM**

License Number _____
Last Name _____ First Name _____
Address _____
City _____ Province _____ Postal Code _____
Business Telephone _____ Ext. _____ Home Telephone _____
E-Mail _____ Fax _____

Please complete this form and return with full payment to:
College of Licensed Practical Nurses of Newfoundland & Labrador
9 Paton Street
St. John's, NL A1B 4S8

REGISTRATION DEADLINE: FRIDAY, JUNE 5TH, 2009

For registration information
Telephone 1-709-579-3843 ext. 21 or 1-888-579-2576
Or visit CLPNNL website: www.clpnnl.ca

Registration Policies

You will **not be registered** until CLPNNL has received and processed your payment. Refunds will be given for cancellations received up to and including **May 29th, 2009** less an administrative fee of \$5.00. No refunds will be issued after this date. Registration substitution is permitted up to the workshop date.

Where to stay:

The Glynmill Inn
1 Cobb Lane, Corner Brook, NL A2H 2V3
Toll Free 1-800-563-4400 or 709-634-5181

A block of rooms has been reserved until **May 24th, 2009**. When making a reservation, please state booking code "**CLPNNL**". **Cancellations must be received 48 hours in advance of your arrival date to avoid charges on your credit card.**

Room Rate: **\$102.95** plus tax (Single/Double) - Additional Person: **\$10.00**

A credit card will be required for reservations!

2009 CLPNNL Planning Committee

Janice O'Neill, LPN Practice Consultant
Harvey Applin, LPN
Mark Compagnion, LPN
Stephanie Hancock, LPN

Lillian Hilliard, LPN
Daphne Peddle, LPN
Mimajoan Saunders, LPN
Nina Thompson, LPN

QPPE STORY TIME

With the start of the Quality Professional Environment Program (QPPE) in 2005, Licensed Practical Nurses began a journey to help make their work environments “better places to work”. Working together with the registered nurses on their units, they got involved in QPPE Programs throughout the provincial regional health authorities. QPPE offered LPNs an opportunity to assess their workplace, participate in discussions and decisions to make positive improvements and then evaluate the effectiveness of these changes.

This opportunity was initially met with varying degrees of enthusiasm. While some embraced the opportunity, others needed to be convinced that this could really work. Often there were questions as to why they were members of the working group and how they could realistically participate in this process. The good news is that each and every LPN involved has actively participated and has made a difference. These are your stories!

Most recently at the formal wrap up of her site program, one participant was asked to comment on her QPPE experience, particularly significant since at the start she had said not to expect too much of her because she was close to retirement and was “voluntold” by her friend colleague that she should be part of the group. It was so exciting to hear her response that this had been one of the best experiences of her working life and she’d learned so much. She also said she felt she could take these skills on into her retirement. Her final comment “you’re never too old to learn”.

At another site, one of your colleagues agreed to take on a leadership role in a multi-disciplinary group. She admitted she would have to learn a lot to be an effective group leader; she proved to be a natural leader and continues to be a strong on site leader.

And if you think you can’t change anything in your workplace, listen to this story! One of your peers proceeded to work through QPPE, unit managers, schedulers, and unions to ensure LPNs on her site were granted confirmed leave at the end of their schedule. This made it possible to plan in advance to visit family, go on holiday or even sleep in without worrying about the phone! Without her involvement this would not have happened!

This article would not be complete without a story about how your role has changed and how this has benefitted the patients you care for and you as professionals. You have committed to embracing your enhanced roles through continued study to achieve your full scope of practice. With these skills you have moved on to be full, contributing members of the health care team, respected for the opinions you offer and the quality of care you provide. In at least two sites, you have been leaders in moving into new models of care delivery that ensure improved continuity and quality patient care and greater responsibilities and accountabilities for you as a professional care provider.

There are as many stories as there have been participants in the QPPE Program. You have identified some common themes as a result of your participation. You feel more empowered to participate in discussions related to your practice and your work life. You feel you can make a difference and you indicate increased job satisfaction as a result. In QPPE lingo, QPPE helps you remove barriers one small step at a time so that over time they are completely eliminated. Keep up the good work!

JoAnna Bennett, QPPE Program Consultant



The Gander Flyers



New West Valley Koasters



The Corner Crews Team

Reminder:

All LPNs are responsible to ensure that they are familiar with the Licensed Practical Nurses Act, Regulations, By-laws, Standards of Practice, Code of Ethics and Position Statements. This information is available on the CLPNNL's website at www.clpnnl.ca or from the CLPNNL office.

National Nursing Week 2009 May 11th – 17th, 2009 “Nursing – You Can’t Live Without It”

The theme for National Nursing Week 2009 highlights the vital role that nurses play in the lives of Canadians. In the coming weeks, the CLPNNL will send out promotional items to assist with your nursing week celebrations. Start planning now!

TIPS FOR SURVIVING DAILY WORK PRESSURES

Stephanie Staples, LPN

Ever have ‘one of those days?’ Your alarm got set for p.m. instead of a.m., you’re late, you bang your toe against the leg of the bed, you’re hair is not cooperating, the cereal spilled and there is a detour rerouting traffic. You get to work and guess what- your ‘short’- surprise, call- lights are going like mad and the hallways are full of people who need YOU, now!

STOP the ride, you want to get off, go back to bed and pull the covers up over your head!

If one of those days is happening to you more often than not, then perhaps you could do with a few tricks to pull out of your sleeve at times like these. Here are some quick, easy and doable tips for surviving everyday work (and home) pressures.

- **DB & C-** it not just for your patients-replace the ‘C’ for coughing with ‘C’ for contentment, i.e. deep breathing and contentment-inhale deeply and exhale for twice as long-fill those cells with much need oxygen- do this 5-10 times, you can add words to your breaths- for example- on the inhale say peace, love, patience feel the essence of those words being drawn into your body and exhale words you want to be rid of like, stress, frustration, anger.
- **Acknowledge**-find a safe, private place to vent, scribble, doodle, keep a stress ball in your pocket, stamp your feet in the linen room! It’s necessary to acknowledge the feeling of pressure.
- **Boundaries**-no need to ruin your whole day, give yourself a time limit to be frustrated for- I’ll give this 10 minutes and no more or my precious time- life is too short to let your whole day be ruined, set a boundary and then move on.
- **Problem solve**-If this is something that is reoccurring, ask yourself if there is something you can do about it? If you

have stubbed your toe over and over on that bed frame, perhaps you should wrap a towel around it the post! Sometimes there are simple answers to reoccurring problems.

- **Repeat a mantra-** I know what I know, I am doing the best I can at this moment, I am enough, I can’t please everyone, all the time, I can only do one thing at a time. Repeating a mantra is calming, grounding and reaffirming.
- **Don’t take it personally-** not everything is about us, sometimes it’s situational, sometimes is environmental, if we can give people the benefit of the doubt a little more often and not assume everything is directly related to us, pressures may not seem as overwhelming.
- **Hang out with the happy gang-** don’t let the cranky gang get to you, distance yourself whenever possible or they will bring you down to their level. Surround yourself with winners not whiners-develop a professional network of like-minded, supportive people who are wanting to deal with issues not exacerbate them.

We all have ‘one of those days,’ but with a little practice and commitment we can shift the ‘bad day’ to perhaps a ‘bad hour’ and then with even more practice, reduce it to a ‘bad moment.’ This is a life/work skill that will do you (and those you serve & those you love) well and will enrich your life for years to come! Good Luck!

As well as being an LPN, Stephanie Staples is an international personal development coach & speaker who helps healthcare professionals by lifting attitudes & shifting perspectives. She is the founder of the Intensive Care for Nurse’s Wellness Retreat, a life altering day of personal growth and wellness. Visit www.yourlifeunlimited.ca to find out more.

Reminder:

All LPNs are responsible to ensure that the CLPNNL has their current contact information on file.



Competency Profile Champions Wanted:

Champions are nurses who are passionate about their nursing careers and work toward improving nursing practice and most importantly, patient care. Champions influence colleagues, groups and committees. If you would like to participate in the final stage of the Competency Profile development and distribution in the coming months, please contact Janice O'Neill.

Notice:

Liaison LPNs Required for: Paddon Home in Happy Valley- Goose Bay; Glenbrook Lodge and the Health Science Complex in St. John's. If you are interested in taking on this role, please contact Janice O'Neill at the office of CLPNNL.

Reminder:

To qualify for licensure in the province of NL, all Licensed Practical Nurses must have **worked 150 shifts (1125 hours) in the previous five years or 60 shifts (450 hours) in the previous two years.** These hours must have been actually worked by the LPN. Hours a LPN was paid while on leave (i.e. sick leave, worker's compensation, annual leave and unpaid leave etc.) does not count toward your hourly requirement for licensure.

Reminder:

It is a serious offense to practice as a practical nurse without a valid license. In addition, you are taking a personal risk as you do not have professional liability insurance coverage which is provided as a part of the licensure process with the CLPNNL. Members found practicing without a valid license after March 31st, 2009 will be subject to a penalty fee of \$25.00 per shift worked up to a maximum of \$500.00 and may be subject to disciplinary action in accordance with the Licensed Practical Nurses' Act and Regulations.

Reminder:

All LPNs are responsible to ensure that they hold current licensure with the CLPNNL and to provide your employer with a copy of your license certificate. Your license is only valid for this province.



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